

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
(Milwaukee, Ozaukee, Washington, and Waukesha Counties)

Major Occupational Group Summary

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾	Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
00-0000	Total, All Occupations	824,170	934,470	110,300	13.4%	11,030	19,440	30,470	\$39,179	\$8.79	\$23.86
11-0000	Management Occupations	32,070	36,970	4,900	15.3%	490	600	1,090	\$94,967	\$23.91	\$56.53
13-0000	Business and Financial Operations Occupations	36,070	43,290	7,220	20.0%	720	640	1,360	\$56,018	\$15.70	\$32.55
15-0000	Computer and Mathematical Occupations	18,330	23,840	5,510	30.1%	550	240	790	\$61,738	\$19.24	\$34.90
17-0000	Architecture and Engineering Occupations	16,050	17,790	1,740	10.8%	170	370	540	\$58,514	\$18.70	\$32.85
19-0000	Life, Physical, and Social Science Occupations	7,260	8,520	1,260	17.4%	130	180	310	\$57,721	\$16.14	\$33.56
21-0000	Community and Social Services Occupations	15,630	18,810	3,180	20.3%	320	290	610	\$38,771	\$12.24	\$21.84
23-0000	Legal Occupations	5,030	5,770	740	14.7%	70	60	130	\$83,291	\$18.48	\$50.82
25-0000	Education, Training, and Library Occupations	42,070	49,170	7,100	16.9%	710	880	1,590	\$43,227	\$11.87	\$25.24
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	11,520	13,160	1,640	14.2%	160	220	380	\$41,562	\$10.45	\$24.75
29-0000	Healthcare Practitioners and Technical Occupations	41,650	53,540	11,890	28.5%	1,190	780	1,970	\$65,654	\$16.07	\$39.31
31-0000	Healthcare Support Occupations	24,150	31,480	7,330	30.4%	730	370	1,100	\$24,955	\$9.10	\$13.45
33-0000	Protective Service Occupations	12,940	14,290	1,350	10.4%	140	370	510	\$36,760	\$9.11	\$21.96
35-0000	Food Preparation and Serving Related Occupations	62,170	71,270	9,100	14.6%	910	2,470	3,380	\$18,160	\$5.97	\$10.11
37-0000	Building and Grounds Cleaning and Maintenance Occupations	30,870	36,330	5,460	17.7%	550	610	1,160	\$22,425	\$7.29	\$12.53
39-0000	Personal Care and Service Occupations	25,940	32,530	6,590	25.4%	660	580	1,240	\$21,174	\$7.19	\$11.67
41-0000	Sales and Related Occupations	76,340	83,770	7,430	9.7%	740	2,480	3,220	\$39,048	\$7.53	\$24.40
43-0000	Office and Administrative Support Occupations	148,700	157,120	8,420	5.7%	840	3,370	4,210	\$30,216	\$9.44	\$17.07
45-0000	Farming, Fishing, and Forestry Occupations	640	760	120	18.8%	10	20	30	\$25,028	\$7.33	\$14.38
47-0000	Construction and Extraction Occupations	29,300	34,600	5,300	18.1%	530	580	1,110	\$46,252	\$14.26	\$26.22
49-0000	Installation, Maintenance, and Repair Occupations	29,890	33,220	3,330	11.1%	330	680	1,010	\$40,206	\$12.29	\$22.85
51-0000	Production Occupations	98,440	102,140	3,700	3.8%	370	2,350	2,720	\$31,930	\$9.59	\$18.23
53-0000	Transportation and Material Moving Occupations	59,120	66,130	7,010	11.9%	700	1,300	2,000	\$29,574	\$8.08	\$17.29

See Notes At End of Workbook

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Top 50 Occupations with the Most New Jobs

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
29-1111	Registered Nurses	14,740	19,760	5,020	34.1%	500	310	810	Associate or Bachelor's degree ⁽⁸⁾	\$56,643	\$22.61	\$29.54
39-9021	Personal and Home Care Aides	7,800	11,140	3,340	42.8%	330	130	460	Short-term on-the-job training	\$19,139	\$7.72	\$9.94
41-2031	Retail Salespersons	23,010	26,300	3,290	14.3%	330	840	1170	Short-term on-the-job training	\$23,922	\$7.15	\$13.68
43-4051	Customer Service Representatives	15,410	18,560	3,150	20.4%	320	230	550	Moderate-term on-the-job training	\$32,743	\$10.70	\$18.26
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	16,800	19,740	2,940	17.5%	290	320	610	Short-term on-the-job training	\$21,413	\$7.36	\$11.76
31-1011	Home Health Aides	4,630	7,090	2,460	53.1%	250	60	310	Short-term on-the-job training	\$20,599	\$8.71	\$10.50
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	15,190	17,630	2,440	16.1%	240	660	900	Short-term on-the-job training	\$15,791	\$5.92	\$8.43
31-1012	Nursing Aides, Orderlies, and Attendants	11,050	13,180	2,130	19.3%	210	150	360	Postsecondary vocational training	\$24,047	\$9.16	\$12.76
35-3031	Waiters and Waitresses	11,740	13,500	1,760	15.0%	180	600	780	Short-term on-the-job training	\$15,971	\$5.91	\$8.56
13-2011	Accountants and Auditors	6,840	8,360	1,520	22.2%	150	130	280	Bachelor's degree	\$62,293	\$20.32	\$34.76
43-4171	Receptionists and Information Clerks	8,080	9,600	1,520	18.8%	150	200	350	Short-term on-the-job training	\$24,027	\$8.64	\$13.01

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53-3032	Truck Drivers, Heavy and Tractor-Trailer	10,550	12,040	1,490	14.1%	150	170	320	Moderate-term on-the-job training	\$37,823	\$13.70	\$20.43
15-1031	Computer Software Engineers, Applications	3,210	4,680	1,470	45.8%	150	30	180	Bachelor's degree	\$69,250	\$24.65	\$37.61
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	10,250	11,640	1,390	13.6%	140	270	410	Moderate-term on-the-job training	\$62,800	\$16.75	\$36.91
11-1021	General and Operations Managers	8,720	10,070	1,350	15.5%	140	170	310	Bachelor's or higher degree + work experience	\$106,407	\$24.88	\$64.30
43-6011	Executive Secretaries and Administrative Assistants	10,190	11,540	1,350	13.2%	140	200	340	Moderate-term on-the-job training	\$36,462	\$13.13	\$19.73
43-9061	Office Clerks, General	15,460	16,750	1,290	8.3%	130	340	470	Short-term on-the-job training	\$24,159	\$8.16	\$13.34
51-2092	Team Assemblers	13,460	14,700	1,240	9.2%	120	350	470	Moderate-term on-the-job training	\$26,770	\$9.26	\$14.67
37-3011	Landscaping and Groundskeeping Workers	5,270	6,380	1,110	21.1%	110	120	230	Short-term on-the-job training	\$23,759	\$7.62	\$13.32
47-2031	Carpenters	5,320	6,430	1,110	20.9%	110	90	200	Long-term on-the-job training	\$45,120	\$15.03	\$25.02
15-1051	Computer Systems Analysts	3,640	4,740	1,100	30.2%	110	40	150	Bachelor's degree	\$66,876	\$23.31	\$36.58
39-9011	Child Care Workers	4,790	5,890	1,100	23.0%	110	130	240	Short-term on-the-job training	\$19,719	\$7.00	\$10.72

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		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	14,830	15,930	1,100	7.4%	110	490	600	Short-term on-the-job training	\$24,504	\$7.77	\$13.78
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	7,450	8,510	1,060	14.2%	110	170	280	Moderate-term on-the-job training	\$27,785	\$7.92	\$16.08
53-3033	Truck Drivers, Light or Delivery Services	6,890	7,950	1,060	15.4%	110	60	170	Short-term on-the-job training	\$25,550	\$7.50	\$14.67
25-9041	Teacher Assistants	6,280	7,320	1,040	16.6%	100	120	220	Associate degree	\$26,056	Not Available	Not Available
37-2012	Maids and Housekeeping Cleaners	6,430	7,400	970	15.1%	100	140	240	Short-term on-the-job training	\$18,041	\$7.04	\$9.49
25-2011	Preschool Teachers, Except Special Education	2,960	3,890	930	31.4%	90	40	130	Bachelor's degree	\$22,642	\$8.94	\$11.86
25-2021	Elementary School Teachers, Except Special Education	7,060	7,990	930	13.2%	90	160	250	Bachelor's degree	\$50,074	Not Available	Not Available
43-3031	Bookkeeping, Accounting, and Auditing Clerks	13,790	14,710	920	6.7%	90	260	350	Moderate-term on-the-job training	\$31,652	\$10.92	\$17.37
49-9042	Maintenance and Repair Workers, General	7,360	8,280	920	12.5%	90	140	230	Long-term on-the-job training	\$36,509	\$12.30	\$20.18
31-9092	Medical Assistants	1,790	2,640	850	47.5%	90	30	120	Moderate-term on-the-job training	\$28,583	\$11.22	\$15.00
35-2021	Food Preparation Workers	4,250	5,020	770	18.1%	80	150	230	Short-term on-the-job training	\$17,944	\$6.64	\$9.62

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		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
53-7064	Packers and Packagers, Hand	6,470	7,220	750	11.6%	80	120	200	Short-term on-the-job training	\$21,181	\$6.67	\$11.94
15-1071	Network and Computer Systems Administrators	1,910	2,630	720	37.7%	70	20	90	Bachelor's degree	\$59,191	\$20.85	\$32.26
21-1093	Social and Human Service Assistants	2,380	3,080	700	29.4%	70	40	110	Moderate-term on-the-job training	\$27,431	\$9.42	\$15.07
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	4,140	4,820	680	16.4%	70	100	170	Work experience in a related occupation	\$30,700	\$10.53	\$16.87
15-1081	Network Systems and Data Communications Analysts	1,210	1,870	660	54.5%	70	10	80	Bachelor's degree	\$59,212	\$20.66	\$32.37
15-1041	Computer Support Specialists	3,100	3,730	630	20.3%	60	40	100	Associate degree	\$40,140	\$13.78	\$22.06
35-3011	Bartenders	5,410	6,040	630	11.6%	60	210	270	Short-term on-the-job training	\$20,326	\$6.84	\$11.24
33-9032	Security Guards	4,630	5,250	620	13.4%	60	100	160	Short-term on-the-job training	\$24,222	\$8.58	\$13.18
25-2031	Secondary School Teachers, Except Special and Vocational Education	5,800	6,400	600	10.3%	60	160	220	Bachelor's degree	\$52,440	Not Available	Not Available
31-9091	Dental Assistants	1,500	2,070	570	38.0%	60	40	100	Moderate-term on-the-job training	\$29,493	\$11.45	\$15.54
29-2061	Licensed Practical and Licensed Vocational Nurses	3,390	3,950	560	16.5%	60	70	130	Postsecondary vocational training	\$39,752	\$15.51	\$20.91

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		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	8,040	8,600	560	7.0%	60	170	230	Work experience in a related occupation	\$46,160	\$14.95	\$25.82
43-3071	Tellers	4,520	5,080	560	12.4%	60	220	280	Short-term on-the-job training	\$21,042	\$8.23	\$11.06
15-1032	Computer Software Engineers, Systems Software	1,200	1,750	550	45.8%	60	10	70	Bachelor's degree	\$87,512	\$28.51	\$48.85
47-2111	Electricians	3,210	3,760	550	17.1%	60	60	120	Long-term on-the-job training	\$49,734	\$18.01	\$26.86
49-3023	Automotive Service Technicians and Mechanics	3,900	4,440	540	13.8%	50	100	150	Postsecondary vocational training	\$37,206	\$11.25	\$21.21
53-3022	Bus Drivers, School	2,850	3,390	540	18.9%	50	60	110	Short-term on-the-job training	\$23,156	\$9.38	\$12.01
Sub-Set Totals (Top 50)		368,900	433,440	64,540	17.5%	6,480	8,830	15,310				
Overall Totals		824,170	934,470	110,300	13.4%	11,030	19,440	30,470				
Percent of Overall		44.8%	46.4%	58.5%		58.7%	45.4%	50.2%				

See Notes At End of Workbook

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
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Top 50 Fastest Growing Occupations (with at least 200 jobs in 2014)

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15-1081	Network Systems and Data Communications Analysts	1,210	1,870	660	54.5%	70	10	80	Bachelor's degree	\$59,212	\$20.66	\$32.37
31-1011	Home Health Aides	4,630	7,090	2,460	53.1%	250	60	310	Short-term on-the-job training	\$20,599	\$8.71	\$10.50
29-1071	Physician Assistants	400	610	210	52.5%	20	10	30	Bachelor's degree	*	*	*
31-9092	Medical Assistants	1,790	2,640	850	47.5%	90	30	120	Moderate-term on-the-job training	\$28,583	\$11.22	\$15.00
29-1011	Chiropractors	260	380	120	46.2%	10	10	20	First professional degree	\$146,094	\$44.37	\$83.17
15-1032	Computer Software Engineers, Systems Software	1,200	1,750	550	45.8%	60	10	70	Bachelor's degree	\$87,512	\$28.51	\$48.85
15-1031	Computer Software Engineers, Applications	3,210	4,680	1,470	45.8%	150	30	180	Bachelor's degree	\$69,250	\$24.65	\$37.61
39-9021	Personal and Home Care Aides	7,800	11,140	3,340	42.8%	330	130	460	Short-term on-the-job training	\$19,139	\$7.72	\$9.94
53-3021	Bus Drivers, Transit and Intercity	1,350	1,870	520	38.5%	50	30	80	Moderate-term on-the-job training	\$38,854	\$16.77	\$19.64
31-9091	Dental Assistants	1,500	2,070	570	38.0%	60	40	100	Moderate-term on-the-job training	\$29,493	\$11.45	\$15.54
15-1061	Database Administrators	530	730	200	37.7%	20	10	30	Bachelor's degree	\$64,255	\$21.40	\$35.64
15-1071	Network and Computer Systems Administrators	1,910	2,630	720	37.7%	70	20	90	Bachelor's degree	\$59,191	\$20.85	\$32.26

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47-2044	Tile and Marble Setters	160	220	60	37.5%	10	<5	10	Long-term on-the-job training	\$45,154	\$14.70	\$25.21
25-1126	Philosophy and Religion Teachers, Postsecondary	80	110	30	37.5%	<5	<5	<5	Doctoral degree	\$62,058	Not Available	Not Available
29-2021	Dental Hygienists	1,310	1,800	490	37.4%	50	10	60	Associate degree	\$54,833	\$24.53	\$27.28
17-2081	Environmental Engineers	300	410	110	36.7%	10	10	20	Bachelor's degree	\$70,580	\$24.07	\$38.87
13-1071	Employment, Recruitment, and Placement Specialists	1,260	1,710	450	35.7%	50	20	70	Bachelor's degree	\$49,579	\$14.85	\$28.33
29-2071	Medical Records and Health Information Technicians	1,150	1,560	410	35.7%	40	20	60	Associate degree	\$30,412	\$10.49	\$16.68
29-2055	Surgical Technologists	650	880	230	35.4%	20	10	30	Postsecondary vocational training	\$43,500	\$17.57	\$22.59
29-1126	Respiratory Therapists	460	620	160	34.8%	20	20	40	Associate degree	\$50,123	\$20.12	\$26.09
29-2032	Diagnostic Medical Sonographers	320	430	110	34.4%	10	10	20	Associate degree	\$71,123	\$27.46	\$37.56
31-2021	Physical Therapist Assistants	350	470	120	34.3%	10	10	20	Associate degree	\$39,943	\$16.15	\$20.73
29-1111	Registered Nurses	14,740	19,760	5,020	34.1%	500	310	810	Associate or Bachelor's degree ⁽⁸⁾	\$56,643	\$22.61	\$29.54
29-1122	Occupational Therapists	810	1,080	270	33.3%	30	10	40	Master's degree	\$50,684	\$20.09	\$26.50

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29-1123	Physical Therapists	1,000	1,330	330	33.0%	30	10	40	Master's degree	\$63,248	\$21.78	\$34.72
19-1042	Medical Scientists, Except Epidemiologists	380	500	120	31.6%	10	10	20	Doctoral degree	\$65,620	\$20.82	\$36.91
15-2011	Actuaries	190	250	60	31.6%	10	10	20	Bachelor's or higher degree + work experience	\$112,229	\$30.08	\$65.90
25-2011	Preschool Teachers, Except Special Education	2,960	3,890	930	31.4%	90	40	130	Bachelor's degree	\$22,642	\$8.94	\$11.86
29-2034	Radiologic Technologists and Technicians	1,310	1,720	410	31.3%	40	20	60	Associate degree	\$50,262	\$19.29	\$26.60
13-2052	Personal Financial Advisors	1,060	1,390	330	31.1%	30	10	40	Bachelor's degree	\$93,638	\$20.02	\$57.52
29-2011	Medical and Clinical Laboratory Technologists	1,200	1,570	370	30.8%	40	30	70	Bachelor's degree	\$50,841	\$18.95	\$27.19
25-1123	English Language and Literature Teachers, Postsecondary	260	340	80	30.8%	10	10	20	Doctoral degree	\$58,673	Not Available	Not Available
15-1051	Computer Systems Analysts	3,640	4,740	1,100	30.2%	110	40	150	Bachelor's degree	\$66,876	\$23.31	\$36.58
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,430	1,860	430	30.1%	40	20	60	Long-term on-the-job training	\$37,565	\$11.21	\$21.48
31-9094	Medical Transcriptionists	1,300	1,690	390	30.0%	40	20	60	Postsecondary vocational training	\$32,196	\$12.86	\$16.79
21-1093	Social and Human Service Assistants	2,380	3,080	700	29.4%	70	40	110	Moderate-term on-the-job training	\$27,431	\$9.42	\$15.07

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29-2056	Veterinary Technologists and Technicians	340	440	100	29.4%	10	<5	10	Associate degree	\$24,104	\$9.68	\$12.54
11-9081	Lodging Managers	170	220	50	29.4%	10	<5	10	Work experience in a related occupation	\$50,407	\$15.92	\$28.39
25-1042	Biological Science Teachers, Postsecondary	170	220	50	29.4%	10	<5	10	Doctoral degree	\$65,018	Not Available	Not Available
21-1022	Medical and Public Health Social Workers	630	810	180	28.6%	20	10	30	Master's degree	\$43,804	\$16.24	\$23.47
25-1191	Graduate Teaching Assistants	630	810	180	28.6%	20	10	30	Bachelor's degree	\$23,750	Not Available	Not Available
31-2022	Physical Therapist Aides	210	270	60	28.6%	10	<5	10	Short-term on-the-job training	\$23,445	\$8.34	\$12.74
43-4111	Interviewers, Except Eligibility and Loan	1,160	1,490	330	28.4%	30	30	60	Short-term on-the-job training	\$25,713	\$8.95	\$14.07
25-1011	Business Teachers, Postsecondary	390	500	110	28.2%	10	10	20	Doctoral degree	\$74,179	Not Available	Not Available
21-1023	Mental Health and Substance Abuse Social Workers	640	820	180	28.1%	20	10	30	Master's degree	\$39,954	\$14.48	\$21.57
31-9093	Medical Equipment Preparers	250	320	70	28.0%	10	10	20	Short-term on-the-job training	\$29,818	\$10.19	\$16.41
29-1062	Family and General Practitioners	470	600	130	27.7%	10	10	20	First professional degree	\$175,871	Not Available	Not Available
41-9011	Demonstrators and Product Promoters	760	970	210	27.6%	20	20	40	Moderate-term on-the-job training	\$21,225	\$7.47	\$11.57

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
(Milwaukee, Ozaukee, Washington, and Waukesha Counties)

Top 50 Fastest Growing Occupations (with at least 200 jobs in 2014)

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
43-9031	Desktop Publishers	290	370	80	27.6%	10	10	20	Postsecondary vocational training	\$33,683	\$8.47	\$20.06

Also included in the top fifty but not shown to protect the confidentiality of employers is the following occupation:

29-2012	Medical and Clinical Laboratory Technicians	*	*	*	*	20	20	40	Associate degree	*	*	*
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Sub-Set Totals (Excluding Med/Clinical Lab Tech)	70,600	96,710	26,110	37.0%	2,640	1,200	3,840
Overall Totals	824,170	934,470	110,300	13.4%	11,030	19,440	30,470
Percent of Overall	8.6%	10.3%	23.7%		23.9%	6.2%	12.6%

See Notes At End of Workbook

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
(Milwaukee, Ozaukee, Washington, and Waukesha Counties)

Top 50 Occupations with the Most Replacements

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
41-2031	Retail Salespersons	23,010	26,300	3,290	14.3%	330	840	1170	Short-term on-the-job training	\$23,922	\$7.15	\$13.68
41-2011	Cashiers	15,960	15,980	20	0.1%	<5	780	780	Short-term on-the-job training	\$17,070	\$6.58	\$9.02
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	15,190	17,630	2,440	16.1%	240	660	900	Short-term on-the-job training	\$15,791	\$5.92	\$8.43
35-3031	Waiters and Waitresses	11,740	13,500	1,760	15.0%	180	600	780	Short-term on-the-job training	\$15,971	\$5.91	\$8.56
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	14,830	15,930	1,100	7.4%	110	490	600	Short-term on-the-job training	\$24,504	\$7.77	\$13.78
51-2092	Team Assemblers	13,460	14,700	1,240	9.2%	120	350	470	Moderate-term on-the-job training	\$26,770	\$9.26	\$14.67
43-9061	Office Clerks, General	15,460	16,750	1,290	8.3%	130	340	470	Short-term on-the-job training	\$24,159	\$8.16	\$13.34
43-5081	Stock Clerks and Order Fillers	9,050	8,300	-750	-8.3%	<5	340	340	Short-term on-the-job training	\$21,756	\$7.30	\$12.04
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	16,800	19,740	2,940	17.5%	290	320	610	Short-term on-the-job training	\$21,413	\$7.36	\$11.76
29-1111	Registered Nurses	14,740	19,760	5,020	34.1%	500	310	810	Associate or Bachelor's degree ⁽⁸⁾	\$56,643	\$22.61	\$29.54
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	10,250	11,640	1,390	13.6%	140	270	410	Moderate-term on-the-job training	\$62,800	\$16.75	\$36.91

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
(Milwaukee, Ozaukee, Washington, and Waukesha Counties)

Top 50 Occupations with the Most Replacements

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
43-3031	Bookkeeping, Accounting, and Auditing Clerks	13,790	14,710	920	6.7%	90	260	350	Moderate-term on-the-job training	\$31,652	\$10.92	\$17.37
43-6014	Secretaries, Except Legal, Medical, and Executive	12,890	12,470	-420	-3.3%	<5	250	250	Moderate-term on-the-job training	\$28,968	\$10.95	\$15.42
43-4051	Customer Service Representatives	15,410	18,560	3,150	20.4%	320	230	550	Moderate-term on-the-job training	\$32,743	\$10.70	\$18.26
43-3071	Tellers	4,520	5,080	560	12.4%	60	220	280	Short-term on-the-job training	\$21,042	\$8.23	\$11.06
35-3011	Bartenders	5,410	6,040	630	11.6%	60	210	270	Short-term on-the-job training	\$20,326	\$6.84	\$11.24
43-4171	Receptionists and Information Clerks	8,080	9,600	1,520	18.8%	150	200	350	Short-term on-the-job training	\$24,027	\$8.64	\$13.01
43-6011	Executive Secretaries and Administrative Assistants	10,190	11,540	1,350	13.2%	140	200	340	Moderate-term on-the-job training	\$36,462	\$13.13	\$19.73
11-1021	General and Operations Managers	8,720	10,070	1,350	15.5%	140	170	310	Bachelor's or higher degree + work experience	\$106,407	\$24.88	\$64.30
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	7,450	8,510	1,060	14.2%	110	170	280	Moderate-term on-the-job training	\$27,785	\$7.92	\$16.08
53-3032	Truck Drivers, Heavy and Tractor-Trailer	10,550	12,040	1,490	14.1%	150	170	320	Moderate-term on-the-job training	\$37,823	\$13.70	\$20.43
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	8,040	8,600	560	7.0%	60	170	230	Work experience in a related occupation	\$46,160	\$14.95	\$25.82

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
(Milwaukee, Ozaukee, Washington, and Waukesha Counties)

Top 50 Occupations with the Most Replacements

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
25-2021	Elementary School Teachers, Except Special Education	7,060	7,990	930	13.2%	90	160	250	Bachelor's degree	\$50,074	Not Available	Not Available
25-2031	Secondary School Teachers, Except Special and Vocational Education	5,800	6,400	600	10.3%	60	160	220	Bachelor's degree	\$52,440	Not Available	Not Available
31-1012	Nursing Aides, Orderlies, and Attendants	11,050	13,180	2,130	19.3%	210	150	360	Postsecondary vocational training	\$24,047	\$9.16	\$12.76
35-2021	Food Preparation Workers	4,250	5,020	770	18.1%	80	150	230	Short-term on-the-job training	\$17,944	\$6.64	\$9.62
37-2012	Maids and Housekeeping Cleaners	6,430	7,400	970	15.1%	100	140	240	Short-term on-the-job training	\$18,041	\$7.04	\$9.49
49-9042	Maintenance and Repair Workers, General	7,360	8,280	920	12.5%	90	140	230	Long-term on-the-job training	\$36,509	\$12.30	\$20.18
39-9021	Personal and Home Care Aides	7,800	11,140	3,340	42.8%	330	130	460	Short-term on-the-job training	\$19,139	\$7.72	\$9.94
39-9011	Child Care Workers	4,790	5,890	1,100	23.0%	110	130	240	Short-term on-the-job training	\$19,719	\$7.00	\$10.72
13-2011	Accountants and Auditors	6,840	8,360	1,520	22.2%	150	130	280	Bachelor's degree	\$62,293	\$20.32	\$34.76
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	6,120	6,390	270	4.4%	30	130	160	Work experience in a related occupation	\$53,422	\$17.31	\$29.87
37-3011	Landscaping and Groundskeeping Workers	5,270	6,380	1,110	21.1%	110	120	230	Short-term on-the-job training	\$23,759	\$7.62	\$13.32

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
(Milwaukee, Ozaukee, Washington, and Waukesha Counties)

Top 50 Occupations with the Most Replacements

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
25-9041	Teacher Assistants	6,280	7,320	1,040	16.6%	100	120	220	Associate degree	\$26,056	Not Available	Not Available
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	1,870	2,170	300	16.0%	30	120	150	Short-term on-the-job training	\$16,074	\$6.03	\$8.58
53-7064	Packers and Packagers, Hand	6,470	7,220	750	11.6%	80	120	200	Short-term on-the-job training	\$21,181	\$6.67	\$11.94
35-9021	Dishwashers	3,280	3,780	500	15.2%	50	110	160	Short-term on-the-job training	\$15,203	\$5.88	\$8.02
51-9198	Helpers--Production Workers	3,920	4,400	480	12.2%	50	110	160	Short-term on-the-job training	\$22,693	\$8.04	\$12.35
51-4041	Machinists	4,820	5,260	440	9.1%	40	110	150	Long-term on-the-job training	\$37,619	\$13.31	\$20.47
41-2021	Counter and Rental Clerks	2,590	3,110	520	20.1%	50	100	150	Short-term on-the-job training	\$24,418	\$6.62	\$14.30
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	4,140	4,820	680	16.4%	70	100	170	Work experience in a related occupation	\$30,700	\$10.53	\$16.87
35-2014	Cooks, Restaurant	3,270	3,770	500	15.3%	50	100	150	Long-term on-the-job training	\$20,610	\$7.35	\$11.19
49-3023	Automotive Service Technicians and Mechanics	3,900	4,440	540	13.8%	50	100	150	Postsecondary vocational training	\$37,206	\$11.25	\$21.21
33-9032	Security Guards	4,630	5,250	620	13.4%	60	100	160	Short-term on-the-job training	\$24,222	\$8.58	\$13.18

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
(Milwaukee, Ozaukee, Washington, and Waukesha Counties)

Top 50 Occupations with the Most Replacements

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	5,300	5,620	320	6.0%	30	100	130	Work experience in a related occupation	\$40,800	\$11.67	\$23.59
43-5071	Shipping, Receiving, and Traffic Clerks	5,090	5,260	170	3.3%	20	100	120	Short-term on-the-job training	\$27,461	\$9.31	\$15.15
47-2031	Carpenters	5,320	6,430	1,110	20.9%	110	90	200	Long-term on-the-job training	\$45,120	\$15.03	\$25.02
35-2011	Cooks, Fast Food	3,020	3,500	480	15.9%	50	90	140	Short-term on-the-job training	\$16,544	\$6.08	\$8.89
51-4121	Welders, Cutters, Solderers, and Brazers	3,120	3,280	160	5.1%	20	90	110	Postsecondary vocational training	\$34,385	\$12.64	\$18.48
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	3,870	3,340	-530	-13.7%	<5	90	90	Moderate-term on-the-job training	\$28,418	\$9.58	\$15.70
Sub-Set Totals (Top 50)		409,200	462,850	53,650	13.1%	5,540	10,840	16,380				
Overall Totals		824,170	934,470	110,300	13.4%	11,030	19,440	30,470				
Percent of Overall		49.6%	49.5%	48.6%		50.2%	55.8%	53.8%				

See Notes At End of Workbook

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
(Milwaukee, Ozaukee, Washington, and Waukesha Counties)

Top 50 Occupations with the Most Job Openings

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
41-2031	Retail Salespersons	23,010	26,300	3,290	14.3%	330	840	1170	Short-term on-the-job training	\$23,922	\$7.15	\$13.68
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	15,190	17,630	2,440	16.1%	240	660	900	Short-term on-the-job training	\$15,791	\$5.92	\$8.43
29-1111	Registered Nurses	14,740	19,760	5,020	34.1%	500	310	810	Associate or Bachelor's degree ⁽⁸⁾	\$56,643	\$22.61	\$29.54
41-2011	Cashiers	15,960	15,980	20	0.1%	<5	780	780	Short-term on-the-job training	\$17,070	\$6.58	\$9.02
35-3031	Waiters and Waitresses	11,740	13,500	1,760	15.0%	180	600	780	Short-term on-the-job training	\$15,971	\$5.91	\$8.56
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	16,800	19,740	2,940	17.5%	290	320	610	Short-term on-the-job training	\$21,413	\$7.36	\$11.76
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	14,830	15,930	1,100	7.4%	110	490	600	Short-term on-the-job training	\$24,504	\$7.77	\$13.78
43-4051	Customer Service Representatives	15,410	18,560	3,150	20.4%	320	230	550	Moderate-term on-the-job training	\$32,743	\$10.70	\$18.26
51-2092	Team Assemblers	13,460	14,700	1,240	9.2%	120	350	470	Moderate-term on-the-job training	\$26,770	\$9.26	\$14.67
43-9061	Office Clerks, General	15,460	16,750	1,290	8.3%	130	340	470	Short-term on-the-job training	\$24,159	\$8.16	\$13.34
39-9021	Personal and Home Care Aides	7,800	11,140	3,340	42.8%	330	130	460	Short-term on-the-job training	\$19,139	\$7.72	\$9.94

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Top 50 Occupations with the Most Job Openings

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	10,250	11,640	1,390	13.6%	140	270	410	Moderate-term on-the-job training	\$62,800	\$16.75	\$36.91
31-1012	Nursing Aides, Orderlies, and Attendants	11,050	13,180	2,130	19.3%	210	150	360	Postsecondary vocational training	\$24,047	\$9.16	\$12.76
43-3031	Bookkeeping, Accounting, and Auditing Clerks	13,790	14,710	920	6.7%	90	260	350	Moderate-term on-the-job training	\$31,652	\$10.92	\$17.37
43-4171	Receptionists and Information Clerks	8,080	9,600	1,520	18.8%	150	200	350	Short-term on-the-job training	\$24,027	\$8.64	\$13.01
43-5081	Stock Clerks and Order Fillers	9,050	8,300	-750	-8.3%	<5	340	340	Short-term on-the-job training	\$21,756	\$7.30	\$12.04
43-6011	Executive Secretaries and Administrative Assistants	10,190	11,540	1,350	13.2%	140	200	340	Moderate-term on-the-job training	\$36,462	\$13.13	\$19.73
53-3032	Truck Drivers, Heavy and Tractor-Trailer	10,550	12,040	1,490	14.1%	150	170	320	Moderate-term on-the-job training	\$37,823	\$13.70	\$20.43
11-1021	General and Operations Managers	8,720	10,070	1,350	15.5%	140	170	310	Bachelor's or higher degree + work experience	\$106,407	\$24.88	\$64.30
31-1011	Home Health Aides	4,630	7,090	2,460	53.1%	250	60	310	Short-term on-the-job training	\$20,599	\$8.71	\$10.50
43-3071	Tellers	4,520	5,080	560	12.4%	60	220	280	Short-term on-the-job training	\$21,042	\$8.23	\$11.06
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	7,450	8,510	1,060	14.2%	110	170	280	Moderate-term on-the-job training	\$27,785	\$7.92	\$16.08

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Top 50 Occupations with the Most Job Openings

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
13-2011	Accountants and Auditors	6,840	8,360	1,520	22.2%	150	130	280	Bachelor's degree	\$62,293	\$20.32	\$34.76
35-3011	Bartenders	5,410	6,040	630	11.6%	60	210	270	Short-term on-the-job training	\$20,326	\$6.84	\$11.24
43-6014	Secretaries, Except Legal, Medical, and Executive	12,890	12,470	-420	-3.3%	<5	250	250	Moderate-term on-the-job training	\$28,968	\$10.95	\$15.42
25-2021	Elementary School Teachers, Except Special Education	7,060	7,990	930	13.2%	90	160	250	Bachelor's degree	\$50,074	Not Available	Not Available
37-2012	Maids and Housekeeping Cleaners	6,430	7,400	970	15.1%	100	140	240	Short-term on-the-job training	\$18,041	\$7.04	\$9.49
39-9011	Child Care Workers	4,790	5,890	1,100	23.0%	110	130	240	Short-term on-the-job training	\$19,719	\$7.00	\$10.72
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	8,040	8,600	560	7.0%	60	170	230	Work experience in a related occupation	\$46,160	\$14.95	\$25.82
35-2021	Food Preparation Workers	4,250	5,020	770	18.1%	80	150	230	Short-term on-the-job training	\$17,944	\$6.64	\$9.62
49-9042	Maintenance and Repair Workers, General	7,360	8,280	920	12.5%	90	140	230	Long-term on-the-job training	\$36,509	\$12.30	\$20.18
37-3011	Landscaping and Groundskeeping Workers	5,270	6,380	1,110	21.1%	110	120	230	Short-term on-the-job training	\$23,759	\$7.62	\$13.32
25-2031	Secondary School Teachers, Except Special and Vocational Education	5,800	6,400	600	10.3%	60	160	220	Bachelor's degree	\$52,440	Not Available	Not Available

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
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Top 50 Occupations with the Most Job Openings

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
25-9041	Teacher Assistants	6,280	7,320	1,040	16.6%	100	120	220	Associate degree	\$26,056	Not Available	Not Available
53-7064	Packers and Packagers, Hand	6,470	7,220	750	11.6%	80	120	200	Short-term on-the-job training	\$21,181	\$6.67	\$11.94
47-2031	Carpenters	5,320	6,430	1,110	20.9%	110	90	200	Long-term on-the-job training	\$45,120	\$15.03	\$25.02
15-1031	Computer Software Engineers, Applications	3,210	4,680	1,470	45.8%	150	30	180	Bachelor's degree	\$69,250	\$24.65	\$37.61
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	4,140	4,820	680	16.4%	70	100	170	Work experience in a related occupation	\$30,700	\$10.53	\$16.87
53-3033	Truck Drivers, Light or Delivery Services	6,890	7,950	1,060	15.4%	110	60	170	Short-term on-the-job training	\$25,550	\$7.50	\$14.67
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	6,120	6,390	270	4.4%	30	130	160	Work experience in a related occupation	\$53,422	\$17.31	\$29.87
35-9021	Dishwashers	3,280	3,780	500	15.2%	50	110	160	Short-term on-the-job training	\$15,203	\$5.88	\$8.02
51-9198	Helpers--Production Workers	3,920	4,400	480	12.2%	50	110	160	Short-term on-the-job training	\$22,693	\$8.04	\$12.35
33-9032	Security Guards	4,630	5,250	620	13.4%	60	100	160	Short-term on-the-job training	\$24,222	\$8.58	\$13.18
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	1,870	2,170	300	16.0%	30	120	150	Short-term on-the-job training	\$16,074	\$6.03	\$8.58

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
(Milwaukee, Ozaukee, Washington, and Waukesha Counties)

Top 50 Occupations with the Most Job Openings

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
51-4041	Machinists	4,820	5,260	440	9.1%	40	110	150	Long-term on-the-job training	\$37,619	\$13.31	\$20.47
41-2021	Counter and Rental Clerks	2,590	3,110	520	20.1%	50	100	150	Short-term on-the-job training	\$24,418	\$6.62	\$14.30
35-2014	Cooks, Restaurant	3,270	3,770	500	15.3%	50	100	150	Long-term on-the-job training	\$20,610	\$7.35	\$11.19
49-3023	Automotive Service Technicians and Mechanics	3,900	4,440	540	13.8%	50	100	150	Postsecondary vocational training	\$37,206	\$11.25	\$21.21
15-1051	Computer Systems Analysts	3,640	4,740	1,100	30.2%	110	40	150	Bachelor's degree	\$66,876	\$23.31	\$36.58
35-2011	Cooks, Fast Food	3,020	3,500	480	15.9%	50	90	140	Short-term on-the-job training	\$16,544	\$6.08	\$8.89
Sub-Set Totals (Top 50)		410,190	469,810	59,620	14.5%	6,090	10,650	16,740				
Overall Totals		824,170	934,470	110,300	13.4%	11,030	19,440	30,470				
Percent of Overall		49.8%	50.3%	54.1%		55.2%	54.8%	54.9%				

See Notes At End of Workbook

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
(Milwaukee, Ozaukee, Washington, and Waukesha Counties)

Top 50 Occupations Losing Jobs

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
43-5081	Stock Clerks and Order Fillers	9,050	8,300	-750	-8.3%	<5	340	340	Short-term on-the-job training	\$21,756	\$7.30	\$12.04
43-4071	File Clerks	1,480	940	-540	-36.5%	<5	40	40	Short-term on-the-job training	\$23,533	\$8.60	\$12.67
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	3,870	3,340	-530	-13.7%	<5	90	90	Moderate-term on-the-job training	\$28,418	\$9.58	\$15.70
43-4151	Order Clerks	2,170	1,710	-460	-21.2%	<5	50	50	Short-term on-the-job training	\$28,881	\$9.93	\$15.86
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	1,270	810	-460	-36.2%	<5	40	40	Short-term on-the-job training	\$23,984	\$9.30	\$12.65
43-6014	Secretaries, Except Legal, Medical, and Executive	12,890	12,470	-420	-3.3%	<5	250	250	Moderate-term on-the-job training	\$28,968	\$10.95	\$15.42
43-9011	Computer Operators	890	600	-290	-32.6%	<5	20	20	Moderate-term on-the-job training	\$36,939	\$12.42	\$20.43
41-9041	Telemarketers	2,070	1,850	-220	-10.6%	<5	30	30	Short-term on-the-job training	\$28,971	\$9.73	\$16.03
51-2022	Electrical and Electronic Equipment Assemblers	2,770	2,580	-190	-6.9%	<5	70	70	Short-term on-the-job training	\$32,809	\$10.13	\$18.60
51-2021	Coil Winders, Tapers, and Finishers	560	400	-160	-28.6%	<5	10	10	Short-term on-the-job training	\$25,972	\$9.37	\$14.05
51-9132	Photographic Processing Machine Operators	440	290	-150	-34.1%	<5	10	10	Short-term on-the-job training	\$20,249	\$7.70	\$10.75

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
(Milwaukee, Ozaukee, Washington, and Waukesha Counties)

Top 50 Occupations Losing Jobs

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
43-9071	Office Machine Operators, Except Computer	650	510	-140	-21.5%	<5	20	20	Short-term on-the-job training	\$26,259	\$8.85	\$14.51
43-4041	Credit Authorizers, Checkers, and Clerks	370	230	-140	-37.8%	<5	10	10	Short-term on-the-job training	\$30,789	\$11.42	\$16.49
53-7063	Machine Feeders and Offbearers	910	780	-130	-14.3%	<5	30	30	Short-term on-the-job training	\$26,717	\$9.55	\$14.49
43-9022	Word Processors and Typists	790	660	-130	-16.5%	<5	20	20	Moderate-term on-the-job training	\$30,432	\$11.39	\$16.25
43-2011	Switchboard Operators, Including Answering Service	1,320	1,200	-120	-9.1%	<5	30	30	Short-term on-the-job training	\$22,961	\$8.39	\$12.36
43-5041	Meter Readers, Utilities	220	110	-110	-50.0%	<5	10	10	Short-term on-the-job training	\$28,926	\$9.86	\$15.93
41-2022	Parts Salespersons	1,270	1,170	-100	-7.9%	<5	40	40	Moderate-term on-the-job training	\$31,361	\$10.08	\$17.58
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	2,060	1,970	-90	-4.4%	<5	50	50	Moderate-term on-the-job training	\$28,228	\$9.95	\$15.38
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1,830	1,740	-90	-4.9%	<5	40	40	Moderate-term on-the-job training	\$32,398	\$10.57	\$18.08
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1,100	1,020	-80	-7.3%	<5	20	20	Moderate-term on-the-job training	\$34,079	\$11.98	\$18.58
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	990	910	-80	-8.1%	<5	20	20	Postsecondary vocational training	\$49,568	\$19.33	\$26.08

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
(Milwaukee, Ozaukee, Washington, and Waukesha Counties)

Top 50 Occupations Losing Jobs

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
11-1031	Legislators	1,230	1,160	-70	-5.7%	<5	20	20	Bachelor's or higher degree + work experience	\$22,594	\$5.92	\$13.33
51-5022	Prepress Technicians and Workers	1,000	930	-70	-7.0%	<5	20	20	Postsecondary vocational training	\$36,401	\$12.29	\$20.11
43-5021	Couriers and Messengers	870	800	-70	-8.0%	<5	20	20	Short-term on-the-job training	\$21,119	\$6.57	\$11.95
41-3041	Travel Agents	800	730	-70	-8.8%	<5	20	20	Postsecondary vocational training	\$29,804	\$10.18	\$16.40
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	650	580	-70	-10.8%	<5	20	20	Short-term on-the-job training	\$25,235	\$8.91	\$13.75
51-6031	Sewing Machine Operators	1,010	940	-70	-6.9%	<5	10	10	Moderate-term on-the-job training	\$20,989	\$7.85	\$11.21
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	600	540	-60	-10.0%	<5	20	20	Moderate-term on-the-job training	\$28,640	\$9.39	\$15.96
51-2023	Electromechanical Equipment Assemblers	530	470	-60	-11.3%	<5	10	10	Short-term on-the-job training	\$29,475	\$10.93	\$15.79
53-6021	Parking Lot Attendants	410	350	-60	-14.6%	<5	10	10	Short-term on-the-job training	\$17,741	\$7.35	\$9.12
51-4111	Tool and Die Makers	1,670	1,620	-50	-3.0%	<5	40	40	Long-term on-the-job training	\$46,300	\$17.51	\$24.64
51-9022	Grinding and Polishing Workers, Hand	450	400	-50	-11.1%	<5	10	10	Moderate-term on-the-job training	\$25,834	\$9.58	\$13.84

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
(Milwaukee, Ozaukee, Washington, and Waukesha Counties)

Top 50 Occupations Losing Jobs

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	90	50	-40	-44.4%	<5	<5	<5	Long-term on-the-job training	\$24,346	\$9.18	\$12.97
51-2031	Engine and Other Machine Assemblers	670	640	-30	-4.5%	<5	20	20	Short-term on-the-job training	\$39,965	\$12.75	\$22.44
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	320	290	-30	-9.4%	<5	10	10	Moderate-term on-the-job training	\$28,584	\$9.52	\$15.86
27-3011	Radio and Television Announcers	280	250	-30	-10.7%	<5	10	10	Long-term on-the-job training	\$36,767	\$7.51	\$22.76
51-4194	Tool Grinders, Filers, and Sharpeners	280	250	-30	-10.7%	<5	10	10	Moderate-term on-the-job training	\$36,788	\$14.20	\$19.43
43-4061	Eligibility Interviewers, Government Programs	200	170	-30	-15.0%	<5	10	10	Moderate-term on-the-job training	\$36,040	\$12.92	\$19.53
51-6041	Shoe and Leather Workers and Repairers	100	80	-20	-20.0%	<5	<5	<5	Long-term on-the-job training	\$21,963	\$8.24	\$11.72
51-6061	Textile Bleaching and Dyeing Machine Operators and Tenders	90	70	-20	-22.2%	<5	<5	<5	Moderate-term on-the-job training	\$24,217	\$8.95	\$12.99
43-3061	Procurement Clerks	580	560	-20	-3.4%	<5	20	20	Short-term on-the-job training	\$30,893	\$11.75	\$16.41
43-5011	Cargo and Freight Agents	400	380	-20	-5.0%	<5	10	10	Moderate-term on-the-job training	\$29,115	\$9.35	\$16.32
51-4061	Model Makers, Metal and Plastic	130	120	-10	-7.7%	<5	<5	<5	Moderate-term on-the-job training	\$48,638	\$16.94	\$26.61

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
(Milwaukee, Ozaukee, Washington, and Waukesha Counties)

Top 50 Occupations Losing Jobs

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
51-6093	Upholsterers	80	70	-10	-12.5%	<5	<5	<5	Long-term on-the-job training	\$29,429	\$10.63	\$15.91
39-3021	Motion Picture Projectionists	70	60	-10	-14.3%	<5	<5	<5	Short-term on-the-job training	\$18,881	\$7.62	\$9.81

Also included in the top fifty but not shown to protect the confidentiality of employers are the following occupations:

51-9131	Photographic Process Workers	*	*	*	*	<5	10	10	Moderate-term on-the-job training	*	*	*
51-6042	Shoe Machine Operators and Tenders	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
43-2021	Telephone Operators	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
51-6051	Sewers, Hand	*	*	*	*	<5	<5	<5	Short-term on-the-job training	\$18,865	\$7.15	\$10.03

Sub-Set Totals (Top 50)	62,000	55,470	-6,530	-10.5%	0	1,530	1,530
Overall Totals	824,170	934,470	110,300	13.4%	11,030	19,440	30,470
Percent of Overall	7.5%	5.9%			0.0%	7.9%	5.0%

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Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
(Milwaukee, Ozaukee, Washington, and Waukesha Counties)

Top 50 Occupations with the Most Jobs in 2014

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
41-2031	Retail Salespersons	23,010	26,300	3,290	14.3%	330	840	1170	Short-term on-the-job training	\$23,922	\$7.15	\$13.68
29-1111	Registered Nurses	14,740	19,760	5,020	34.1%	500	310	810	Associate or Bachelor's degree ⁽⁶⁾	\$56,643	\$22.61	\$29.54
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	16,800	19,740	2,940	17.5%	290	320	610	Short-term on-the-job training	\$21,413	\$7.36	\$11.76
43-4051	Customer Service Representatives	15,410	18,560	3,150	20.4%	320	230	550	Moderate-term on-the-job training	\$32,743	\$10.70	\$18.26
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	15,190	17,630	2,440	16.1%	240	660	900	Short-term on-the-job training	\$15,791	\$5.92	\$8.43
43-9061	Office Clerks, General	15,460	16,750	1,290	8.3%	130	340	470	Short-term on-the-job training	\$24,159	\$8.16	\$13.34
41-2011	Cashiers	15,960	15,980	20	0.1%	<5	780	780	Short-term on-the-job training	\$17,070	\$6.58	\$9.02
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	14,830	15,930	1,100	7.4%	110	490	600	Short-term on-the-job training	\$24,504	\$7.77	\$13.78
43-3031	Bookkeeping, Accounting, and Auditing Clerks	13,790	14,710	920	6.7%	90	260	350	Moderate-term on-the-job training	\$31,652	\$10.92	\$17.37
51-2092	Team Assemblers	13,460	14,700	1,240	9.2%	120	350	470	Moderate-term on-the-job training	\$26,770	\$9.26	\$14.67
35-3031	Waiters and Waitresses	11,740	13,500	1,760	15.0%	180	600	780	Short-term on-the-job training	\$15,971	\$5.91	\$8.56

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
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Top 50 Occupations with the Most Jobs in 2014

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
31-1012	Nursing Aides, Orderlies, and Attendants	11,050	13,180	2,130	19.3%	210	150	360	Postsecondary vocational training	\$24,047	\$9.16	\$12.76
43-6014	Secretaries, Except Legal, Medical, and Executive	12,890	12,470	-420	-3.3%	<5	250	250	Moderate-term on-the-job training	\$28,968	\$10.95	\$15.42
53-3032	Truck Drivers, Heavy and Tractor-Trailer	10,550	12,040	1,490	14.1%	150	170	320	Moderate-term on-the-job training	\$37,823	\$13.70	\$20.43
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	10,250	11,640	1,390	13.6%	140	270	410	Moderate-term on-the-job training	\$62,800	\$16.75	\$36.91
43-6011	Executive Secretaries and Administrative Assistants	10,190	11,540	1,350	13.2%	140	200	340	Moderate-term on-the-job training	\$36,462	\$13.13	\$19.73
39-9021	Personal and Home Care Aides	7,800	11,140	3,340	42.8%	330	130	460	Short-term on-the-job training	\$19,139	\$7.72	\$9.94
11-1021	General and Operations Managers	8,720	10,070	1,350	15.5%	140	170	310	Bachelor's or higher degree + work experience	\$106,407	\$24.88	\$64.30
43-4171	Receptionists and Information Clerks	8,080	9,600	1,520	18.8%	150	200	350	Short-term on-the-job training	\$24,027	\$8.64	\$13.01
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	8,040	8,600	560	7.0%	60	170	230	Work experience in a related occupation	\$46,160	\$14.95	\$25.82
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	7,450	8,510	1,060	14.2%	110	170	280	Moderate-term on-the-job training	\$27,785	\$7.92	\$16.08
13-2011	Accountants and Auditors	6,840	8,360	1,520	22.2%	150	130	280	Bachelor's degree	\$62,293	\$20.32	\$34.76

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Top 50 Occupations with the Most Jobs in 2014

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
43-5081	Stock Clerks and Order Fillers	9,050	8,300	-750	-8.3%	<5	340	340	Short-term on-the-job training	\$21,756	\$7.30	\$12.04
49-9042	Maintenance and Repair Workers, General	7,360	8,280	920	12.5%	90	140	230	Long-term on-the-job training	\$36,509	\$12.30	\$20.18
25-2021	Elementary School Teachers, Except Special Education	7,060	7,990	930	13.2%	90	160	250	Bachelor's degree	\$50,074	Not Available	Not Available
53-3033	Truck Drivers, Light or Delivery Services	6,890	7,950	1,060	15.4%	110	60	170	Short-term on-the-job training	\$25,550	\$7.50	\$14.67
37-2012	Maids and Housekeeping Cleaners	6,430	7,400	970	15.1%	100	140	240	Short-term on-the-job training	\$18,041	\$7.04	\$9.49
25-9041	Teacher Assistants	6,280	7,320	1,040	16.6%	100	120	220	Associate degree	\$26,056	Not Available	Not Available
53-7064	Packers and Packagers, Hand	6,470	7,220	750	11.6%	80	120	200	Short-term on-the-job training	\$21,181	\$6.67	\$11.94
31-1011	Home Health Aides	4,630	7,090	2,460	53.1%	250	60	310	Short-term on-the-job training	\$20,599	\$8.71	\$10.50
47-2031	Carpenters	5,320	6,430	1,110	20.9%	110	90	200	Long-term on-the-job training	\$45,120	\$15.03	\$25.02
25-2031	Secondary School Teachers, Except Special and Vocational Education	5,800	6,400	600	10.3%	60	160	220	Bachelor's degree	\$52,440	Not Available	Not Available
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	6,120	6,390	270	4.4%	30	130	160	Work experience in a related occupation	\$53,422	\$17.31	\$29.87

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Top 50 Occupations with the Most Jobs in 2014

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
37-3011	Landscaping and Groundskeeping Workers	5,270	6,380	1,110	21.1%	110	120	230	Short-term on-the-job training	\$23,759	\$7.62	\$13.32
35-3011	Bartenders	5,410	6,040	630	11.6%	60	210	270	Short-term on-the-job training	\$20,326	\$6.84	\$11.24
39-9011	Child Care Workers	4,790	5,890	1,100	23.0%	110	130	240	Short-term on-the-job training	\$19,719	\$7.00	\$10.72
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	5,300	5,620	320	6.0%	30	100	130	Work experience in a related occupation	\$40,800	\$11.67	\$23.59
43-5071	Shipping, Receiving, and Traffic Clerks	5,090	5,260	170	3.3%	20	100	120	Short-term on-the-job training	\$27,461	\$9.31	\$15.15
51-4041	Machinists	4,820	5,260	440	9.1%	40	110	150	Long-term on-the-job training	\$37,619	\$13.31	\$20.47
33-9032	Security Guards	4,630	5,250	620	13.4%	60	100	160	Short-term on-the-job training	\$24,222	\$8.58	\$13.18
43-3071	Tellers	4,520	5,080	560	12.4%	60	220	280	Short-term on-the-job training	\$21,042	\$8.23	\$11.06
35-2021	Food Preparation Workers	4,250	5,020	770	18.1%	80	150	230	Short-term on-the-job training	\$17,944	\$6.64	\$9.62
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	4,140	4,820	680	16.4%	70	100	170	Work experience in a related occupation	\$30,700	\$10.53	\$16.87
15-1051	Computer Systems Analysts	3,640	4,740	1,100	30.2%	110	40	150	Bachelor's degree	\$66,876	\$23.31	\$36.58

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
(Milwaukee, Ozaukee, Washington, and Waukesha Counties)

Top 50 Occupations with the Most Jobs in 2014

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
15-1031	Computer Software Engineers, Applications	3,210	4,680	1,470	45.8%	150	30	180	Bachelor's degree	\$69,250	\$24.65	\$37.61
53-7051	Industrial Truck and Tractor Operators	4,210	4,540	330	7.8%	30	80	110	Short-term on-the-job training	\$29,963	\$10.66	\$16.28
49-3023	Automotive Service Technicians and Mechanics	3,900	4,440	540	13.8%	50	100	150	Postsecondary vocational training	\$37,206	\$11.25	\$21.21
51-9198	Helpers--Production Workers	3,920	4,400	480	12.2%	50	110	160	Short-term on-the-job training	\$22,693	\$8.04	\$12.35
21-2011	Clergy	3,860	4,310	450	11.7%	50	80	130	Master's degree	\$41,995	\$16.34	\$22.11
51-9111	Packaging and Filling Machine Operators and Tenders	3,810	3,970	160	4.2%	20	80	100	Short-term on-the-job training	\$25,164	\$8.03	\$14.13
Sub-Set Totals (Top 50)		420,434	479,194	58,750	14.0%	6,010	10,570	16,580				
Overall Totals		824,170	934,470	110,300	13.4%	11,030	19,440	30,470				
Percent of Overall		51.0%	51.3%	53.3%		54.5%	54.4%	54.4%				

See Notes At End of Workbook

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
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Education or Training Path for Occupations

Typical Education or Training Path	Number of Occupations Included	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾
All occupations	783	824,170	934,470	110,300	13.4%	11,030	19,440	30,470
Associate degree	39	23,590	28,460	4,870	20.6%	490	420	910
Bachelor's degree	112	117,400	142,550	25,150	21.4%	2,520	2,250	4,770
Master's degree	43	18,160	21,740	3,580	19.7%	360	370	730
First professional degree	20	8,890	10,710	1,820	20.5%	180	140	320
Doctoral degree	44	5,840	7,350	1,510	25.9%	150	140	290
Long-term on-the-job training	86	56,950	64,320	7,370	12.9%	740	1,260	2,000
Moderate-term on-the-job training	175	185,570	203,080	17,510	9.4%	1,750	3,880	5,630
Short-term on-the-job training	135	285,850	318,230	32,380	11.3%	3,240	8,560	11,800
Bachelor's or higher degree, plus work experience	34	30,070	34,630	4,560	15.2%	460	560	1,020
Work experience in a related occupation	40	43,980	48,750	4,770	10.8%	480	930	1,410
Postsecondary vocational training	55	47,880	54,650	6,770	14.1%	680	970	1,650

See Notes At End of Workbook

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014

(Milwaukee, Ozaukee, Washington, and Waukesha Counties)

Notes:

(1) **Employment** is a count of jobs rather than people, and includes all part- and full-time nonfarm jobs. Employment does not include self-employed, unpaid family, and railroad workers. Employment is rounded to the nearest ten, with employment less than five rounded to zero. Totals may not add due to rounding.

(2) **Replacements** are an estimate of the number of job openings expected because people have permanently left a given occupation. Permanent exits occur if someone dies, retires, or otherwise leaves the labor force. Permanent exits also include openings resulting from someone permanently changing occupations. For example, a person leaves their job as a cashier and becomes a truck driver. Openings resulting from people changing employers, but staying in the same occupation are not included.

(3) **Total openings** are the sum of new jobs and replacements. Total openings are an indication of how many new people are needed to enter a given occupation.

(4) **Typical Education and Training Path** gives a general indication of the education or training typically needed in a given occupation. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements.

Short-Term On-the-Job Training: These occupations require no more than one month of on-the-job training and the training usually happens at the workplace.

Moderate-Term On-the-Job Training: Training for these occupations usually occurs at the workplace and lasts from one to twelve months.

Long-Term On-the-Job Training: These occupations require more than one year of on-the-job training, or combined work experience and classroom instruction.

Work Experience in Related Occupation: Occupations in this category require skills and experience gained in other jobs.

Postsecondary Vocational Training: These formal training programs last from a few weeks to more than a year, and are offered at vocational or technical schools.

Associate Degree: This degree requires two years of full-time academic work beyond high school.

Bachelor's Degree: This degree requires four or five years of full-time academic work at a college or university.

Master's Degree: This degree requires one to two years of full-time study beyond a bachelor's degree.

Doctoral Degree: This degree usually requires at least three years of full-time study beyond a bachelor's degree.

First Professional Degree: These degrees typically require at least two years of full-time study beyond a bachelor's degree.

Bachelor's or higher degree, plus work experience: These occupations require a bachelor's or higher degree, in addition to work experience in a related non-managerial position.

(5) **Average Annual Salary:** An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.

(6) **Entry Level Hourly Wage** is the average of the lower third of wages that are paid in a given occupation.

(7) **Experienced Hourly Wage** is the average of the upper two-thirds of wages that are paid in a given occupation.

(8) Depending upon the specific position and employer either an Associate or Bachelor's degree are most common.

* Data is suppressed to preserve the confidentiality of employers.

Projections information is derived using the November 2004 OES Survey, 2004 QCEW and 2004 CES (3/2005 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used. Wage information derived from the May 2005 Estimates Delivery System.

Occupational Projections for Milwaukee and WOW Wisconsin Workforce Development Areas, 2004-2014
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Notes:

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2004 to 2014. It is important to note unanticipated events may affect the accuracy of these projections.

Projections Methodology

Karin Wells
(608) 264-7841
Karin.Wells@dwd.state.wi.us

Regional Economist

Jeff Sachse
(262) 695-7784
Jeff.Sachse@dwd.state.wi.us